



CBCCL LEADS

Past | Today | Future

NWWC Conference
November 4, 2024

Agenda



1 | How it started

2 | What is LEADS

3 | How it's going

4 | Benchmarking

5 | Looking Ahead



How it started

Past Training

- Learn on job from colleague
- Source externally
- Not consistent
- PM Fundamentals

Initial Outcomes

- Consistent training
- Give people foundation
- Focus on CBCL processes



Professional Development Program (PDP)

Support eager and able individuals on their paths to becoming successful managers and technical leaders.

- ? Experience Level
 - ✓ Live/In person
- ? Leadership Program
 - ✓ 20 people
 - ✓ Cohort stays same
- ? What is content
 - ✓ Everyone takes same courses
- ? Duration
 - ✓ 4 Semesters



Professional Development Program (PDP)

- Mixing pot of sessions – not just BD and PM
- Taught by Senior staff and External providers
- Planned networking outside classroom



Other Benefits

- Engagement
- Building confidence and comfort
- Building relationships
- Collaboration
- Facetime with senior staff to participants
- Cross selling
- Development of training modules
- Identify improvement projects



Opportunities for Improvement

- Groups > 30
- Unbalanced audience
- Training applies to more than PDP folks
- Hard to make timing work for all
- Rigid process
- Courses expanded outside of PDP

Introduced LEADS

Learning, Education And Development School

Professional Development and Training

- Offers appropriate skills to intended audience
- PM, Communication, Leadership, Interpersonal Skills, Risk Management, Contracts, EDIA, H&S, Quality

Pathway to Success

- Matching career paths with required training

Continual Support

- Introduced new SharePoint Hub site for recordings, materials





How LEADS Works

- Online catalogue
- Clarity on training, learning outcomes and intended audience
- Mix of In Person, Virtual and Recorded Sessions
- People take as needed
- More flexibility
- Supports Manager/Employee discussions related to training
- Align with career paths



Strategic Considerations

- Benchmarking using Best Practices
- Set targets – expenses AND hours
- Report annually
- Feedback from attendees and their managers
- There are challenges – how do you measure success?



Lessons Learned

- Know your audience
- Live/Virtual/Recorded
- Duration of session
- Frequency of offering same module
- Coordination with other training
- Coordination with busy times of year



Lessons Learned

- Learning outcomes tied the business
- Logistics matter
- Monitor costs
- Provider – internal or external
- Spend time with external instructors so that content and delivery is aligned with business and participants
- Bring in senior people

Just Get Started

Begin
with end in
mind

Measure
success

Evolve

Have Fun!

